

SIGNIFICANT MANAGEMENT CONSIDERATIONS RELATIVE TO
AGENCY PERSONNEL CEILING CONSTRAINTS

I. Impact of Recent Temporary External Controls on the Agency's
Authorized Personnel Ceiling

A. Impact on the Agency (less ICS)

1. The current Agency (less ICS) authorized personnel ceiling previously approved by OMB for FY 1977 is
2. President Carter's memorandum of 1 March 77 and the subsequent 3 March 77 guidance memorandum from the Director, Office of Management and Budget directed a partial freeze on hiring and imposed a temporary ceiling at the on-duty strength as of 28 February 1977. According to the on-duty strength report for 28 February 1977, our new temporary ceiling is OMB plans to work out with the agencies new ceilings for FY 77 and FY 78 by "early April."
3. Under the provisions of the temporary hiring limitations 75 percent of the vacancies occurring before the imposition of new ceilings in "early April" may be filled. A partial exemption to this limitation permits agencies to enter on duty any individual where a commitment to hire was made prior to 1 March 1977.

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4. On the basis of past experience, the projected attrition for March and April 1977 are as follows:

	<u>March</u>	<u>April</u>
FY 75	<div style="border: 1px solid black; width: 150px; height: 50px;"></div>	
FY 76		
(Projection)FY 77 (est)		

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Application of the 75 percent limitation guidelines to the projection implies that ☐ may enter on duty during March 1977 and should the partial freeze continue through April, another ☐ that month. At the present time firm commitments have been made to ☐ applicants for entry on duty in March, leaving a reserve of 8 for priority needs.

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5. Should the partial freeze persist into April, the Office of Personnel anticipates establishing EOD dates on fully cleared applicants as follows:

Clerical. Twenty EODs, with first priority to typists and second priority to stenos.

Professional/Technical. Forty EODs with priority to:

- (a) Those with committed entrance on duty dates in April;
- (b) Minorities;
- (c) Those already cleared but for whom entrance on duty dates have not been committed as of this date, and
- (d) Members of the Communications class scheduled to begin 11 April 1977 (ten are expected to enter on duty).

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6. Compliance with President Carter's directive relative to temporary limitations on hiring will be monitored and controlled by the Office of Personnel to meet established priorities but is not expected to have serious impact if applicable only through April 1977. Any OMB action reducing our current authorized ceiling for the remainder of FY 77 and FY 78 will negatively impact on the Agency's programs - with varying severity in relationship to the size of the reduction.

B. Impact on the Intelligence Community Staff

The House Appropriations Committee recently imposed a temporary moratorium of indefinite duration on any new hires by the Intelligence Community Staff. Should the HAC lift their moratorium before the end of March or early April, then ICS will be subject to the Presidential partial limitations on new hires (i.e., the 75 percent rule) until OMB confirms their new FY 77 and FY 78 personnel ceilings.

II. Agency Supergrade Ceiling Constraints

The Director of Central Intelligence, with the approval of the Office of Management and Budget establishes the number of supergrade allowances (i.e., ceiling) for the Agency. Within that ceiling, the Director determines the number of Agency personnel who may hold supergrade rank.

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A. At present, the OMB supergrade ceiling for CIA is fixed at

25X1 In recent months both the OMB and the House Appropriations Committee have questioned the justification for this high a ceiling and have suggested that it be reduced.

The Agency's previous ceiling of through transfer of these allowances in conjunction with the reorganization of the Intelligence Community Staff.

25X1

B. In relation to the Agency's supergrade ceiling the number of supergrade personnel on duty at the present time

25X1

25X1 This on-duty total allows for only accessions or promotions to supergrade rank from within the Agency. Thus, in determining personnel who may hold supergrade rank, the Director is limited at any given time by the numerical difference between the OMB approved ceiling and the total supergrade personnel currently on duty.

25X1

C. The statistical summary of supergrade ceiling distribution and personnel on duty at the present time is as follows:

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